

# WCB Community Initiatives & Research Program

# 2006

## SAFE Work – A Way of Life

Established in 1997, the Community Initiatives and Research Program (CIRP) funds projects on injury and disease prevention, safety in the workplace, treatment of workplace injuries, services for injured workers and scientific, medical or other issues related to workers' compensation. Up to \$1 million is awarded annually by the Board of Directors to fund such projects.

In 2006, the Board of Directors considered CIRP applications which addressed the following priority areas:

1. **PREVENTION** - Projects that advance safety in the workplace. For example, projects that develop and implement workplace health and safety prevention initiatives that are either general or specific to industry sectors or characteristics (such as gender, age or occupational group).
2. **RETURN TO WORK** - Projects that look at the barriers to return to work programs, ways to create and run return to work programs and/or projects that demonstrate the value of having a return to work program.
3. **OCCUPATIONAL DISEASE CLAIMS** – Projects that address and promote the understanding of the specialized needs of workers (and their families) who suffer from occupational diseases. For example, a project might investigate the systemic approaches and support mechanisms required to manage the often complicated nature of these claims.

Every year priority areas are announced when the WCB issues its general call for proposals. Requests for Proposals are also occasionally issued to conduct research on specific issues of interest to the WCB. This process was not used in 2006.

The objectives of the CIRP are to:

- Promote, educate, and increase the awareness of workplace injury and illness prevention
- Achieve practical outcomes which have a positive impact on the WCB and its stakeholders
- Develop a stronger understanding and further current knowledge of workplace injuries, illness, and disabilities
- Apply acquired knowledge to the development of new techniques to address and reduce workplace injuries, illness, and disabilities
- Identify and promote effective return to work and rehabilitation strategies
- Evaluate initiatives to assess their impact on reducing workplace injuries, illness, and disabilities
- Promote research towards advancing medical science where there is a link to workers compensation issues

Since the CIRP began, the WCB has contributed approximately \$10 million to support 108 innovative Manitoba projects aimed at achieving these goals. Approximately 67 percent of the funding has supported workplace prevention, education and training initiatives. With support from the CIRP, the WCB promotes and creates a culture of safety that enhances the understanding of workers' compensation issues and minimizes the human and financial impact of occupational injuries and diseases.



**SAFE  
WORK**

1 SPOT THE HAZARD  
2 ASSESS THE RISK  
3 FIND A SAFER WAY  
4 EVERYDAY

# 2006 Approved Grants

## ABORIGINAL WOMEN AND YOUTH IN SAFETY

Agency: .....Northern Aboriginal Women (Iskwewak)  
Funding: .....\$99,660

Purpose: The Northern Aboriginal Women (NAI) will conduct a survey of Aboriginal women to establish their level of awareness and knowledge of workplace safety and health (WSH) practices and legislation. The survey will target Aboriginal women from Thompson and other remote northern communities.

The survey results will help NAI develop a WSH training program targeted at the specific needs of the women from these communities. In the short term, NAI expects there will be increased awareness in WSH among these women as they learn about rights as workers, how to deal with workplace injuries and how to address hazardous risks.

In the long term, the results will be used to identify priority issues and to develop a grassroots model that integrates modern day work practices with traditional work practices in Aboriginal communities. The program developed from this project will be shared with other northern communities.

## EFFECTIVE EARLY RETURN TO WORK: SOLVING THE GAPS IN THE CASE MANAGEMENT FUNCTION

Agency: .....Brandon Regional Health Authority (BRHA)  
Funding: .....\$82,932

Purpose: BRHA will address key gaps in their current Return to Work (RTW) program. A co-ordinated approach for RTW programs is needed because of the aging workforce, the high incidence of complex musculoskeletal injuries and the need for consistency in patient care.

Over a one year period, the existing BRHA Ergonomic Committee will:

- Partner with the Provincial Health Sector Workplace Injury Reduction Strategy
- Consult with other RHAs on their disability management programs to develop best practice guidelines
- Model an early RTW program taking into account the factors identified in the report on *Workplace Injury Reduction in Health Care* (May 2006)
- Perform Physical Demand Analyses for key positions within the BRHA

In the short term, BRHA expects better matching of an employee's physical capabilities with the job requirements, and improved knowledge and attitude of all key stakeholders about early RTW programs.

In the long term, BRHA expects disability claims to trend downward by type, duration and job classification, along with a decrease in compensation costs.

## CRANE AWARENESS COURSE

Agency: ..... Operating Engineers Training Institute of Manitoba Inc. (OETIM)  
 Funding: ..... \$90,000

Purpose: A four-hour Crane Awareness Course will be offered by OETIM to educate and increase the awareness of those who work with or around cranes. The course aims to instill workers with the knowledge to safely work among cranes. OETIM will offer the training to approximately 1000 people with each attendee receiving a handbook on crane awareness.

The project will help create safer working environments, especially for younger, more inexperienced workers.

## DEVELOPMENT AND IMPLEMENTATION OF HEALTH AND SAFETY GROUPS FOR RURAL WORKPLACES IN MANITOBA

Agency: ..... MFL Occupational Health Centre, Inc. (MFLOHC)  
 Funding: ..... \$173,900

Purpose: MFLOHC will develop and implement Health and Safety Groups in up to four rural Manitoba communities with an emphasis on workplace health, safety and ergonomics. This project will provide Health and Safety Groups with resources to undertake self-audits of their health and safety program. The project will take two years and will be divided into three phases:

- Phase I: Develop a model for Health and Safety Groups in rural Manitoba based on current formal and informal groups, the needs of rural communities and experiences from other groups in and outside of Manitoba. Ergonomic services will be provided, including training, education and technical resources for identifying, assessing and controlling ergonomic hazards.
- Phase II: Organize community-based Health and Safety Groups in up to four rural communities and provide them with resources and activities to develop sustainable and successful groups.
- Phase III: Provide the Health and Safety Groups with resources and training to develop and improve their health and safety program and address their high priority health and safety issues.

This project will benefit Manitoba workplaces and workers by developing several community-based Health and Safety Groups, providing direct and indirect resources for developing a sustainable health and safety program and providing ergonomic services to address and prevent musculoskeletal injuries.

## INJURED AND DISABLED WORKERS' CENTRE

Agency: ..... Injured Workers Association of Manitoba Inc.  
 Funding: ..... \$98,452

Purpose: This Centre supports injured workers following the termination of their WCB benefits, or following the decision that an injury is not compensable. The Centre helps injured workers and their families understand, cope and adapt to injuries and post-injury issues, which can be physical and psychological. The assistance includes client counseling and referrals to appropriate community programs. The Centre also assists injured workers who wish to appeal the WCB's decisions, including the presentation of their own appeals, and helps injured workers make informed decisions, take control of their situation and foster a healthier return to work. Ultimately, these services aim to improve an injured worker's sense of healing and self-worth.

### MANITOBA IMMIGRANTS' SAFETY INITIATIVE

Agency: .....Manitoba Safety Council (MSC)

Funding: .....\$198,700

**Purpose:** The MSC proposes to develop a workplace safety and health (WSH) model for existing and new Manitoba immigrant workers and their employers. This model will be used to build a sustainable Manitoba Immigrants' Safety Initiative (MISI) to address the unique needs of immigrant workers, their employers and a variety of community stakeholders.

MSC will deliver workshops and distribute health and safety resources to immigrant workers and workplaces in Winnipeg and six rural areas. The initiative is designed in four phases over two years with the MSC as the lead organization in partnership with the International Centre of Winnipeg.

This project will benefit immigrant workers by decreasing workplace injury, disability, disease and death, and benefit employers by reducing costs.

### MINERVA SAFE MANITOBA

Agency: .....Manitoba Labour and Immigration, Workplace Safety and Health Division (WSHD)

Funding: .....\$50,000

**Purpose:** The WSHD, through Minerva SAFE Manitoba, provides opportunities for post-secondary institutions to incorporate occupational health and safety into the core curricula of business, engineering and other post-secondary programs. During the next two years, WSHD will work with rural post-secondary institutions such as Brandon University, Assiniboine Community College and the University College of the North.

The benefits to Manitoba employers will be long-term as graduates from the participating post-secondary institutions, future managers, supervisors and workers demonstrate a better understanding of the principles of occupational safety and health.

### SAFE WORKERS OF TOMORROW HEALTH AND SAFETY 2006/2007 PROGRAM

Agency: .....Workers of Tomorrow Safety Centre Inc.

Funding: .....\$149,444

**Purpose:** This program's primary focus is to educate students and young workers on their rights as Manitoba workers, and to help them prevent workplace injuries and illnesses by assessing risks and recognizing hazards. Numerous presentations and training programs will be made to high school students by a volunteer speakers bureau consisting of health and safety experts and young workers who have experienced workplace injuries.



Selam Habtegiorgis and  
Yixiao Xiong, employees at  
Indutec Alchemist (1987) Inc.

*"The Manitoba Safety Council, in partnership with the International Centre of Winnipeg, plans to make the workplace safer for immigrant workers in Manitoba."*

*Immigrant workers and their employers have unique safety concerns, and with the help of the WCB we intend to address those concerns through the development of a new workplace safety and health model and a sustainable safety initiative."*

— Michael Waite  
Executive Director, Manitoba Safety Council



# Previously Approved Grants

## Projects IN PROGRESS

### ABORIGINAL WORKERS EDUCATION AND OUTREACH PROJECT

Agency: .....MFL Occupational Health Centre, Inc. (MFLOHC)  
Funding: .....\$182,870

Purpose: The project uses Sharing Circles to equate sacred traditional Aboriginal teachings with workers' rights. The storytelling within Sharing Circles better equip Aboriginal workers to deal with workplace safety and health issues over time. The project also provides train-the-trainer sessions to enable others to become Sharing Circle Guides. A Spirit Toolkit is the core support of this work. Some of the resources included in the Spirit Toolkit are:

- A fact sheet promoting the program and encouraging a healthy workplace
- A laminated Medicine Wheel Map that depicts the effects of working condition on workers as well as their co-workers, family and community
- Seven Teachings posters
- Medicine Wheel Puzzle
- Indian Act Medicine Wheel Knowledge Game
- The Power of One Storytelling CD used as a teaching tool for the sharing circle guides

The Spirit Toolkit is available from the MFLOHC upon request. Information is also available on their website at [www.mflohc.mb.ca](http://www.mflohc.mb.ca) and can be found under Ningwanuk Meshquajese – Wings of Change.



*"At the WCB, we believe that SAFE Work should be a way of life. Our Community Initiatives and Research Program is one very effective avenue we use to further that vision. The projects supported by the CIRP promote safe and healthy workplaces, recovery from workplace injuries and return to health and work."*

— Doug Sexsmith  
President and CEO, Workers  
Compensation Board of Manitoba

### ASSESSING THE INJURY PREVENTION, DISABILITY MANAGEMENT AND RETURN TO WORK PROGRAM NEEDS OF HIGH-RISK EMPLOYERS

Agency: .....Dr. Garry Corbett  
Funding: .....\$165,150

Purpose: This project assists the WCB by providing support to employers, particularly high-risk employers, to develop and implement return to work, disability management and injury prevention programs. Working with 50 Manitoba companies, the project assesses the present state of their workplace injury prevention, disability management and return to work programs using different forms of research techniques, including standardized and non-standardized audits, interviews and surveys. The results are analyzed for strengths or gaps and a report is developed and delivered to each employer to help them lower injury rates, return workers to employment in a safe and timely manner, and reduce overall expenditures.

## DISABILITY MANAGEMENT PROGRAM

Agency: .....Canadian Auto Workers (CAW)

Funding: .....\$110,930

Purpose: This project delivers educational sessions on disability management to all interested Manitoba CAW union workplaces and/or other Manitoba workplaces. The sessions educate and train workers and employers in the recognition, understanding and awareness of return to work policies and strategies. The sessions focus on how to assess workers' restrictions, how to modify job tasks to facilitate a timely return to work and how to set up a workplace committee to deal with return to work issues. The project assists workers and employers to implement disability management policies in the workplace. A disability management manual tailored to the Manitoba workplace has been developed to support the educational sessions. The disability management educational sessions will be carried out by CAW during 2007 through to the fall of 2008.

## DEVELOPMENT OF COMMUNITY SUPPORT STRATEGIES FOR MANITOBA FARMERS WHO LIVE WITH DISABILITIES AND THEIR FAMILIES

Agency: .....Canadian Centre on Disability Studies (CCDS)

Funding: .....\$100,000

Purpose: This project is a study to evaluate and understand available support for Manitoba farmers with disabilities. The project has identified barriers and facilitators in returning to work and successfully living with a disability. Community and family supports available to farmers with disabilities have also been identified. One outcome of this project will be a Community Support Strategy Tool Kit based on feedback from individual farmers and stakeholder organizations and will include practical information for the farm family, which will be piloted and enhanced during 2007.

## INCREASING LIFE PARTICIPATION WITH APHASIA

Agency: .....Speechworks

Funding: .....\$66,150

Purpose: Aphasia is a language disorder often caused by Acquired Brain Injury (ABI). This project will work with up to 20 individuals with ABI-related communication difficulties. Each client is treated with the Lingraphica System, a software program using spoken words, printed words, images and text, in conjunction with a Survival Kit for People with Aphasia. The project seeks to increase the autonomy, self-confidence and potential that clients have within their own community setting through agreed goals, active therapy, and co-operation with community agencies.

## INCREASING SAFETY AWARENESS IN THE MOTION PICTURE INDUSTRY IN MANITOBA

Agency: .....I.A.T.S.E. - Motion Picture Technicians

Funding: .....\$10,533

Purpose: This project focuses on increasing safety awareness in the motion picture industry. Safety bulletins have been developed and distributed in conjunction with the local's newsletter. A SAFE Work luggage tag was developed and distributed to members to attach to their equipment reinforcing SAFE working behaviors. As well, a poster outlining the procedure to be followed if an employee feels that he/she is in an unsafe work situation was redesigned and distributed.



## HOSPITALIZATION IN WINNIPEG DUE TO OCCUPATIONAL DISEASE – PILOT STUDY

Agency: .....University of Manitoba – Departments of Internal Medicine and Community Health Sciences  
Funding: .....\$36,773

Purpose: This pilot study will identify:

- The extent of occupational exposures to hazardous substances and work conditions among a sample of males admitted to an internal medicine ward at a Winnipeg Hospital
- How these exposures may have caused or contributed to the development of the injury/illness
- How these exposures may have contributed to other past health conditions

Over a one year period, 365 male inpatients will be randomly selected for the study. Information will be gathered on their occupational history, use of protective equipment and exposures to a variety of occupational hazards. A formal report summarizing all findings will be produced. Depending upon the findings of this pilot, the study could be expanded to a broader group of patients.

## PEGUIS SAFE WORK PROGRAM

Agency: .....Peguis First Nation  
Funding: .....\$175,000

Purpose: The objective of this project is to increase workplace health and safety awareness in the Peguis community by focusing on working conditions, current work practices and the knowledge of safe work practices within the community. Peguis is conducting a community wide survey of workplace health and safety practices at public and private businesses and organizations. The survey is also being conducted among workers involved in traditional occupations such as fishing and trapping. The information from the survey is being used to develop and target workplace safety seminars and workshops for Peguis youth, employers, employees, and the community at large.

## PROVINCIAL MOBILE BACK CARE EDUCATION & INJURY PREVENTION TEAM

Agency: .....Community Therapy Services (CTS)  
Funding: .....\$100,000

Purpose: This project, nearing completion, focuses on injury prevention in Manitoba health care settings outside Winnipeg. The project established a provincial mobile back care education and prevention team that developed and delivered educational programs which:

- Assisted the implementation of monitoring systems for health care workers engaged in lifting and transferring patients, and the development of corrective actions as required
- Helped develop back care teams to educate and encourage workers at each work site to follow safe lifting and transferring practices
- Contributed to establishing a culture of workplace safety

Many on-site visits were made to health care facilities in the Interlake, Assiniboine, Nor-Man, and North Eastman Health Regions. Facility visits involved:

- Environmental assessments including evaluation of workplace designs
- Equipment assessments
- Staff questionnaires
- Injury data collection
- Observation of work being done
- Meetings with site managers and employees
- Analysis of work organization and management
- Analysis of relevant risk management policies and procedures

Comprehensive reports were prepared for each site visited which included a summary of the findings, the identified risk factors, and risk control recommendations.

In the final stage of this project CTS, in conjunction with Manitoba Labour and Immigration, Workplace Safety and Health Division, will offer 3-day sessions to train staff on how to continue to deliver back care educational programs to health care workers. Up to four rural regional health authorities will benefit from this "train the trainer" approach.

## MODIFIED WORK PRACTICES AND QUALITY OF LIFE OUTCOMES FOR WORK RELATED MUSCULOSKELETAL INJURIES

Agency: .....MFL Occupational Health Centre, Inc. (MFLOHC)  
 Funding: .....\$85,000

Purpose: This project will determine the quality of life of workers with musculoskeletal injuries in a return to work (RTW) program and the variables that can influence it. This information will aid employers in developing the most suitable modified work programs for injured workers. The project has two phases:

- First, a study will compare the experiences of injured workers who have been in a RTW program with a control group of non-injured workers at the same workplace. The study will survey workers' quality of life, the type of workplace accommodation, the location of injury, the stage of injury and the personal characteristics of the worker.
- Second, participating workplaces will be provided training, advice and preventative measures about ergonomics for injured workers in their RTW programs. As well, a best practices resource guide about accommodating injured workers will be developed.

Results of the study and the best practices resource guide will be made available through the MFLOHC's newsletter, fact sheets, full book version, computer CD version and their website.

## PHASE 2 – THE CAREER PORTFOLIO WORKPLACE SAFETY & HEALTH PROJECT

Agency: .....Technical and Vocational High School (Tec Voc)  
 Funding: .....\$96,000

Purpose: Phase 1 of this project developed a workplace health and safety curriculum, "The Ownership of a Culture – Putting Students First", and integrated it into various programs offered at Tec Voc.

Phase 2 is building on the previous phase by:

- Integrating workplace health and safety content into the current *Tec-Voc Career Portfolio*
- Working with Manitoba high schools to develop the awareness and the need to provide all young workers with information related to workplace health and safety, as well as to make available to them, free of charge, the project's resources
- Revising and augmenting the assessment component of Tec Voc's health and safety curriculum, "The Ownership of a Culture – Putting Students First", so that it can be recognized as a creditable half-course at the grade 10 level by Manitoba Education, Citizenship and Youth

With help from this project, high school students will be introduced to the concepts of workplace health and safety to better prepare them as they enter the Manitoba workforce.

## SEEING THE WORKPLACE WITH "NEW EYES"

Agency: .....Dorothy Wigmore  
 Funding: .....\$133,900

Purpose: This project is developing plain language, user-friendly supplemental manuals and other tools to assist joint health and safety committees to play an effective role in preventing workplace injuries and illnesses. Four joint health and safety committee manuals are being developed and will cover:

- Principles for Occupational Health and Safety activities
- Committee "detective" guide
- Committee processes
- Training

Project staff are working with a number of Manitoba workplaces to evaluate and further refine the materials.





## WORKPLACE HEALTH AND SAFETY STRATEGY FOR COMMUNITY-BASED CONSTRUCTION PROJECTS IN NORTHERN ABORIGINAL COMMUNITIES

Agency: .....Nisichawayasihk Cree Nation (NCN)/InterGroup Consultants Ltd.  
 Funding: .....\$148,919

Purpose: The first stage of this project identified and prioritized community needs for addressing workplace health and safety issues at construction projects in Northern Aboriginal communities. To assess current health and safety practices, construction activity in Nelson House was studied. Some of the findings concluded that:

- A consistent lack of available funds exists for contractors to implement a formal workplace health and safety program
- Injuries were not always reported due to concerns by workers that it could impact their job
- More culturally appropriate education training strategies are required
- Improving workplace health and safety needs to begin with NCN leadership

A workplace safety needs assessment workbook was developed to explain the process for assessing workplace health and safety to other aboriginal communities. As well, Sharing Circles were used to encourage individuals to share their knowledge and perspectives regarding health and safety at construction projects.

The second stage will implement the strategies identified in stage one, which include:

- Establishing a community-based construction safety committee and co-ordinator
- Delivering safety training to workers and instituting a formal incident/injury reporting mechanism

Based on an evaluation of the initiatives, necessary refinements will be made to the model so that it can be used by other Northern Aboriginal communities involved in construction projects.



# Previously Approved Grants

Projects **COMPLETED**  
IN 2006

## ERGONOMICS PROJECT

Agency: .....Canadian Auto Workers (CAW)

Funding: .....\$193,727

Purpose: CAW raised awareness of ergonomic benefits in the workplace by offering the following services over a three year period:

- A series of ergonomic training workshops
- Instructions on performing ergonomic assessments of workstations
- Providing assistance with workstation re-organization

The ergonomic training program was offered to CAW plants and other workplaces throughout Manitoba. During the program, 1063 individuals from 100 workplaces participated in the training.

As part of this project, a training manual on ergonomics was distributed to all course participants. The manual included surveys, data on workplace injuries, risk factors for injury, job design principles, and a checklist for assessing worksites. The book, titled "Ergonomics in the Work Environment: A Manual for Workers", is available from the CAW office, along with other information on ergonomics.

## HEALTH, SAFETY AND WELLNESS PROJECT – FROM IDEA TO RESULTS

Agency: .....Day Nursery Centre (DNC)

Funding: .....\$11,600

Purpose: DNC produced a video for use as a resource in the child care community. The video chronicled the results from two previous DNC projects that focused on the ergonomics and the health and safety of workers in child care centres. The video provided information to child care centres on how to evaluate their existing workplace safety and health programs and how to improve or utilize the information for creating a healthy and safe working environment. This video was provided to each child care centre to use as a training tool or to augment their existing program.



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## HEALTH, SAFETY AND WELLNESS PROJECT

Agency: .....Day Nursery Centre DNC)  
Funding: .....\$17,000

Purpose: This project focused on injury prevention and the health and well-being of child care workers at the three DNC facilities. The program provided an ergonomics and health and safety system to reduce workplace injuries and illnesses.

Some of the outputs included:

- A Crisis Response Manual to provide information on how to deal with emergency situations involving the health and safety of children or nursery staff
- A "wellness fund" to help staff develop their personal health and safety, such as taking a course
- New equipment
- A job hazard analysis
- Posters on good working postures and technique

The strategies and tools developed from this project were shared with other child care centres in Manitoba.

## INJURED AND DISABLED WORKERS' CENTRE

Agency: .....Injured Workers Association of Manitoba Inc.  
Funding: .....\$90,055

Purpose: The Injured and Disabled Workers' Centre was established in 2003. The Centre supports injured workers following the termination of WCB benefits, or following the decision that an injury is not compensable. Services include the provision of information, appropriate referrals, informed answers, supportive counseling, seminars, workshops, file interpretation, appeal consultation, and crisis intervention.

The clients served by the Centre were primarily employed in the labour sector. The highest numbers of injuries reported by clients were to the lower back region. During the year, 60 clients returned to work.

Services provided in 2005/06 included the following:

- 1,422 client contacts to the Centre either by phone, mail or in person
- 1,002 appeal consultations
- 180 referrals to other agencies
- 198 clients who were provided with assistance in completing documents and forms
- Six workshops

### MINERVA MANITOBA

Agency: ..... Workplace Safety and Health Division, Manitoba Labour  
 Funding: ..... \$50,000

Purpose: Minerva Manitoba is a regional chapter of a national non-profit organization which aims to introduce more safety and health information into the curriculum of Manitoba's post-secondary institutions. Several projects were completed:

- A Minerva SAFE Manitoba Award was established at Red River College and the University of Manitoba. The second Minerva SAFE Manitoba award was granted in May 2006 from the Red River College endowment fund. The award was granted to a first-year carpentry student who developed a game to deliver Workplace Hazardous Material Information System (WHMIS) training to a diverse group of students.
- The Faculty of Nursing, University of Manitoba, developed a program to promote healthy body mechanics with nursing students. The program focused on appropriate moving, lifting and transferring of patients. A DVD is now available free of charge through the Department of Labour, Workplace, Safety and Health Division.
- The Red River College and Apprenticeship Branch developed a one-day training program on safety and health awareness for apprentices. The course was piloted in February 2006 with approximately 20 students.
- The Natural Resources Institute, Faculty of Environment at the University of Manitoba developed several initiatives, including a safety manual for students, hazard recognition and control exercises, and posters to notify students of safety issues.
- The Asper School of Business developed a curriculum guide to teach future managers to understand the fit between their obligation to employees and their employers.
- The Asper School of Business developed a case study on safety and health issues in the Seven Oaks Hospital.



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# OCCUPATIONAL HEALTH AND SAFETY CERTIFICATE PROGRAM


Agency: .....Red River College (RRC)  
Funding: .....\$96,500

Purpose: RRC developed and delivered a full-time, 8-month Occupational Health and Safety Certificate Program that provides the knowledge and skills essential to reduce the risk of workplace injury and disease. Safety Practitioner graduates are prepared to function in a variety of industrial, business and educational settings, in accordance with provincial legislation. They will also promote a reduction in occupational risk of injury and disease in Manitoba workplaces. RRC offered the program in a variety of delivery modes based on market demand, including full-time day and evening courses of theoretical and practical components. RRC is currently working to make the course available through Distance Education.

The course was first offered in November 2005, with an enrollment of 14 full-time students. These students graduated in June 2006. An additional 10 students are registered in the first course offered in the part-time program. To obtain their Occupational Health and Safety Certificate, students are required to take 13 classes and complete 240 hours of supervised workplace experience. Some of the courses being offered are:

- Environmental Issues in the Workplace
- Ergonomics: An Introduction
- Legal & Ethical Responsibilities
- Occupational Health & Safety Program Development
- Project Management: Fundamentals

Information on the Certificate Program is available through a variety of sources, including the fall 2006 RRC Program Guide, the RRC Continuing Education brochure for 2006, and the RRC Continuing Education website at <http://me.rrc.mb.ca/catalogue>.



*"Thanks to the CIRP, Red River College was able to develop a full-time Occupational Health and Safety Certificate Program to provide Manitoba workplaces with skilled Health & Safety Practitioners. Our graduates will have the knowledge and expertise necessary to promote workplace safety and health in a variety of industrial, business and educational workplaces. This will ultimately contribute to a culture of safety in Manitoba."*

— JoAnne Shay  
Program Manager of the  
School of Continuing & Distance Education

Donna McTaggart Carlson, Occupational Health and Safety Certificate Program Graduate and Frank Richards, Instructor

## SAFE WORKERS OF TOMORROW HEALTH AND SAFETY 2005/2006 PROGRAM

Agency: ..... Workers of Tomorrow Safety Centre Inc.

Funding: ..... \$145,438

Purpose: This program was developed in 1997 in response to the increasing number of young workers hurt or killed in the workplace. The program provides classroom presentations to students in Manitoba on:

- Recognizing workplace hazards
- Preventing workplace injury, illness and death
- Working with hazardous materials
- Using personal protective equipment
- Educating Manitoba workers about their health and safety rights
- Taking action if a workplace injury arises

For the 2005-2006 school year, 541 presentations were made to 14,799 students. Presentations targeted high school students in rural and northern schools that often had smaller classroom populations than southern schools. Presenters found that many schools planned presentations every two years or provided students with other electronic resources, like Health and Safety 101 and Passport to Safety, available at [www.safemanitoba.com](http://www.safemanitoba.com).

In addition to classroom presentations, many other activities were undertaken by the SAFE Workers of Tomorrow program. Promotions to schools, school boards, school superintendents and school administrators increased the awareness of the program. More aggressive promotions were made to specific rural schools and to Hutterite Colonies due to the fact that farming accounts for almost 50% of workplace deaths in Manitoba. Recipients were enthusiastic about incorporating workplace safety into their lives.

Attendance at 31 career fairs/symposiums also helped the program reach young people in rural Manitoba. Networking with Aboriginal organizations, ongoing recruiting of volunteer speakers and co-ordinating the Day of Mourning also strengthened young workers' knowledge of workplace safety.



## SMALL WORKPLACE ERGONOMICS RESOURCE GUIDE AND TRAINING

Agency: ..... MFL Occupational Health Centre, Inc. (MFLOHC)  
 Funding: ..... \$66,681

**Purpose:** The Small Workplace Ergonomics Resource Guide and training was designed to help small workplaces overcome obstacles when dealing with ergonomic issues. These obstacles include a lack of knowledge and awareness about ergonomics, a lack of resources, the perception that good ergonomics are costly, and the impression that ergonomics are complicated.

During this project, the Small Workplace Ergonomics Resource Guide was developed and evaluated to accompany training workshops that were provided throughout Manitoba. The Guide included:

- Information to teach safety representatives how to review jobs for ergonomic hazards and how to initially assess the hazards
- Information on potential ergonomic hazards
- Basic ergonomic educational materials
- Materials for monitoring the effectiveness of ergonomic controls
- Solutions, costs and benefits to common problems

MFLOHC held nine rural training workshops on the Guide to train workers, health and safety representatives, supervisors, managers and other individuals about ergonomics. The workshops were held in the rural communities of Thompson, Winkler, Steinbach, Gimli, Selkirk, Brandon, Dauphin, Altona and Portage la Prairie. Each workshop averaged 25 participants.

The Small Workplace Ergonomics Resource Guide is designed to meet the needs of small workplaces everywhere. It is available through the MFLOHC website at [www.mflohc.mb.ca](http://www.mflohc.mb.ca) or the SAFE Manitoba website at [www.safemanitoba.ca](http://www.safemanitoba.ca).



*"The WCB has placed a great deal of importance on promoting a safe and healthy work environment and a culture of safety for all Manitobans. The CIRP proactively helps develop such a culture. It is crucial to explore new and innovative methods to make Manitoba safer, and many of the answers can be found by our partners in the community, with our support."*

— Tom Farrell  
 Chairperson, Workers Compensation  
 Board of Manitoba

# SAFE Work – A Way of Life

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For copies of completed reports, including those completed before 2006, contact Janice Meszaros, Manager, Community Initiatives and Research Program, at [jmeszaro@wcb.mb.ca](mailto:jmeszaro@wcb.mb.ca), (204) 954-4650 or toll free outside Winnipeg at 1-800-362-3340 extension 4650. Please visit the WCB website at [www.wcb.mb.ca](http://www.wcb.mb.ca) for information on the Community Initiatives and Research Program.

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